

# Board Meeting - 09/23/2025 Agenda

## I. Opening Remarks

## II. Operational Updates

## III. Action Items

- A. Recommendation to approve the minutes if the August 28, 2025 meeting of the Three-Member Board.
- B. Recommendation that the Board approves the contract agreement between AT&T and the Personnel Board for the cloud connectivity solution. This contract is to engage AT&T to provide a fully managed cloud connectivity solution to Oracle Cloud Infrastructure that creates a secure, private network connection to the Personnel Board . The total contract amount is \$17,886.97, which includes annual service fees of \$14,347.92, and a one-time professional implementation and equipment cost of \$3,539.05.
- C. Recommendation for the Board to approve a contract renewal between Intecrowd LLC. and the Personnel Board for Workday support and configuration consulting services. The contract term begins on November 1, 2025, and extends through October 31, 2026. The contracted services will be billed at a rate of \$165 per hour, not to exceed \$22,000 for the contract term.
- D. Recommendation that the Board approves the renewal of the Board's general liability insurance policy in the amount of \$3,651.70 from October 1, 2025, through September 30, 2026.
- E. Recommendation that the Board approves a new Assistant Finance Director job, Grade 32, Job Code 01089, and this job will support the planning, organizing, and management of financial operations within their jurisdiction, and assist with oversight of the finance department, the preparation and monitoring of budgets, and the maintenance of the general ledger.
- F. Recommendation that the Board approves a contract between VC3 (DBA ThinkGard) and the Personnel Board for Disaster Recovery Service. This contract engages VC3 to provide a disaster recovery solution for the Personnel Board. VC3 utilizes a Hybrid Cloud system that includes a local backup device which replicates the Personnel Board's entire information system to a secure offsite location. This service is essential to ensure business continuity and security as the Personnel Board transitions to the Oracle Cloud. The contract amount is for a service cost of \$2,858.00/month with a month-to-month agreement.
- G. Recommendation that the Board approves the Jefferson County's Resolution 2025-910, which grants an across-the-board 3% Cost of Living Adjustment to Classified employees, effective October 4, 2025.
- H. Recommendation that the Board acknowledges the City of Fairfield's Resolution 2025-22, which grants an across-the-board 2.5% Cost of Living Adjustment to Classified employees, effective October 4, 2025.

- I. Recommendation that the Board approves the Director's reinstatement decisions pursuant to Rule 10.3 of the Rules and Regulations.

## IV. Jurisdiction Contracts

- A. Recommend that the Board approves a new contract between the Jefferson County Department of Health and Connection Health. The vendor will continue to hire, train, and supervise part-time (20 hours per week) community health workers who will provide services for women in the "From Day One" program which is a grant funded infant mortality program. This is a two (2) year contract, effective October 1, 2025 to September 30, 2027, with no extension option and at a cost of \$500,000 (fixed-fee contract that will not exceed \$250,000 per year). Based on the temporary, sporadic and community nature of the services (for approximately 20 hours per week), this contract is recommended for approval.

## V. Administrative Leave with Pay

- A. Patrick Gordon, City of Tarrant Police Department- Request for 30-Day Extension of Administrative Leave with Pay

## VI. Contested Items

- A. Kevin Coats vs. City of Birmingham (Department of Public Works)- Case No. DA-2025-2556-BH (Suspension - 18 days)- Hearing Officer's Report & Recommendation
- B. Gregory Irvin vs. City of Birmingham (Police Department)- Case No. DA-2020-2319-BH (Termination)- Motion to Lift Stay and Set Hearing Date
- C. Karen Hall Phillips vs. City of Birmingham (Department of Public Works)- Case No. DA-2025-2554-BH (Termination)- Joint Motion to Dismiss Appeal & Settlement Agreement

## VII. Appeal of Director's Determination

- A. **WITHDRAWN**: Appeal to overturn Director's disqualification from the Police-Sheriff Sergeant promotional examination.

## VIII. Information and Discussion Items

- A. Recommendation that the Board acknowledge the City of Birmingham's request for a 20-Day Extension of Administrative Leave with pay for Ezeikiyhal J. Nevitt (also known as Ezeikiel J. Nevitt). The Director administratively approved this request on September 8, 2025.
- B. Recommendation that the Board acknowledge the City of Birmingham's request for a 15-Day Extension of Administrative Leave with Pay for Brian W. Malone. The Director administratively approved this request on September 9, 2025.
- C. Recommendation that the Board acknowledges the City of Vestavia Hills' Resolution 5579, which grants a 2% Cost of Living Adjustment to its Base and Executive Salary Schedules, and an 3.5% Cost of

Living Adjustment to its Firefighter and Public Safety Salary Schedules, effective October 1, 2025.

D. Recommendation that the Board acknowledges the resolution from the Jefferson County EMA which increases their salary schedule by 3%, effective October 4, 2025.

E. Recommendation that the Board acknowledges the list of Advanced Steps.

F. Recommendation that the Board acknowledges the following expenditure reports:

August 2, 2025 through August 15, 2025

August 16, 2025 through August 29, 2025

## **IX. Executive Session**